1931

Department of L. R & Sett

OFFICE Sd q Rev

STATION madras

Misc No. 1013

1013

Dated 26.3.1931

c 36 q 31

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(SUBJECT.)

Establishment – (Kanara South) – Non-gazetted Government Officers' Association – memorial – [illegible] forwarded

PUBLIC DEPARTMENT.

Received ..... 19 *Registered* 19

Subject.

Establishment - South Kanara District - Increase in number of posts - Revision of time scale of pay - Memorial of the N.G.G.O. Association, Mangalore.

ENCLOSURES.
No. .....
.....
Spare copies .....

D.Dis. No. 10970-30.

Station Mangalore, *Dated the* 12th December 1930~~19~~.

From (Name) G. W. Wells, Esquire, M.A., I.C.S.,
(Designation) Collector of South Kanara.

To The Secretary to the Government of Madras,
Public Department,
Through the Secretary to the Board,
Land Revenue & Settlement, Madras.

Sir,

At the recent visit of H.E. the Governor of Madras to this District, some of the members of the local N.G.G.O. Association wanted to wait upon H.E. in a deputation to represent certain grievances of theirsand accordingly their President asked me for permission to do so. I communicate the matter to H.E's Private Secretary, who informed me that H.E. regretted that he would not be able to receive the deputation, but permitted the Association to lay its grieva before Government. On being informed of this the Presider has sent this memorial which I enclose with my following remarks:-

2. Probationary Revenue Inspectors - Cadre - abolition.

In my letter R.O.C.No.A.C-10304-29, dated 23-10-1929, (copy enclosed) I suggested to the Board the desirability of moving Government to suspend the system of direct recruitment of Probationary Revenue Inspectors for a period of six years or until the proportion sanctioned in para 7 of G.O.No.682, Revenue, dated 11-3-1911 was attained. The Board having in its proceedings Mis.No.3446, dated 12-11-1929 ordered that the question might be suggested for discussion at a Collectors' conference, the matter was taken to the last conference where it was discussed on the 27th May 1930, but final orders have not yet been received. For the reasons already explained by me, in my report quoted above, I am convinced that the system works as a real hardship to lower division clerks at least so far as this District is concerned, where there is no dearth of graduate candidates for the lower grade. I, therefore, strongly recommend the grant of this prayer.

3. Establishment - Subordinates on Rs.60-4-80 - increase in the number.

There are at present 26 posts on Rs.60-4-80, including the 2 Head clerks of Divisional Offices, Mangalore and Puttur, on a fixed pay of Rs.80/- while there are 180 posts on the lower grade of Rs.35-60. The total number of posts in these two divisions comes to 206. The proposal is to raise the number of higher division men to at least 40, so that the number in the higher division be at least 20 per cent of the total, with a corresponding decrease in the number of posts in the lower division. The intention of the Association is that these posts should be distributed throughout the District. In view of the fact that the number of posts corresponding to Rs.40/- to Rs.60/- on the old scale was considerably reduced at the last revision, but that on the other hand the giving of a higher grade man as Head clerk to each Taluk and Deputy Tahsildar's office is insisted upon, I think there is sufficient force in this proposal and I, therefore, recommend it for favourable consideration.

4. Establishment - Time scale of pay - Lower division men acting on higher division - Officiating allowance.

The Government have in G.O.Mis.1636 Revenue, dated 28th August 1930 already vetoed this proposal recently, and if there is a vacancy of Head clerk of a Taluk office, in which post the Board desires a 60-4-80 man to be employed, a 35-60 senior man who would naturally be appointed cannot get even acting allowance This makes the adequate filling of such posts very difficult. The fact that officiating allowance is granted in some other departments, such as Judicial, Forest, Educational etc., shows that an undesirable distinction is made in respect of the Revenue and Police departments and for the reasons explained in the memorial, I am inclined to think that, in fairness to all departments, there should be no distinction between any of I therefore suggest that the matter may be reconsidered by Government with a view to remove this distinction.

5. Establishment - Initial pay - Consideration of past service.

It is a fact that past service of subordinates was not taken into consideration while fixing the initial pay. There is no doubt, a real discontentment among the persons affected but it is a question whether anything can be done for them at this length of time, though some of them really deserve an increase.

6. Establishment - Creation of new posts - on Rs.80-4-120 grade.

The proposal is to create at least two posts on Rs.80-4-120 with a corresponding reduction in the lower grade. This grade is believed to exist in some other districts. I learn that it exists also in the local Income Tax Office. It would be useful as giving encouragement to senior clerks in such appointments as Magisterial clerk or 1st Correspondence clerk of the Collector's office and would prevent their removal elsewhere which in their own interests cannot fairly be denied.

7. Establishment - Divisional and Taluk and Deputy Tahsildar's Offices - Head clerks revision of pay.

The Head clerk, Revenue Divisional Office, Coondapoor was even according to the old scale drawing a pay of Rs.70/-, while the other two Head clerks were drawing a pay of only Rs.50/- each.

Apparently this distinction was made as Coondapoor was an I.C.S. division with three Taluks, whereas the other two divisions are minor, with only one taluk in Mangalore and two taluks in Puttur.

The question of introducing a fixed pay system for Head clerks of Taluk offices was separately under consideration of the Board and I have already given my views in my D.Dis.1559-30, dated 16t March 1930 in reply to Board's reference C.104-30-1, dated 27th Januar 1930. The matter is probably still pending. If as already reported by me, the pay of Taluk Head clerks is fixed at Rs.80/- I think the Head clerk of a Deputy Tahsildar's office should get a pay of Rs.60/- a month.

8. Establishment - Time scale of pay - Increase in increment - Revision of the Lower grade.

No doubt, the rate of increment is small, but I do not think that the present financial stringency would admit of any general revision for some time to come.

Establishment - time scale - inferior servants - revision.

The scale is no doubt poor, but it was fixed after due consideration by Government. The question is a general one and it is too soon to think of a revision.

Grants - discretionary grants - Use for N.G.G.O. Association at District Head quarters - removal of prohibition.

This point was also discussed at the last Collectors' conference on 28th May 1930. A club which is at a Collector's Head quarters cannot be said to be in a better position than that at a Muffasal station so far as its financial position is concerned. I understand that in Coimbatore the Government have accorded sanction for the payment of a certain amount from the Collector's discretionary grants to the Non- Gazetted Officers' Association. Collectors are not likely to spend any amount from their discretionary grant when there is no real necessity for it. I therefore think that the rule forbidding a grant from discretionary grant to such Associations as have a club at Collector's Head quarters should be reconsidered, as it gives Muffasal clubs an unfair advantage. The Mangalore N.G.G.O. Association have submitted a definite application recently which I shall submit to Government separately.

Establishment - (Kanara South) Non-Gazetted Government Officers' Association - Memorial - Submitted with remarks.

C.36/31 - A pp.1-4 c.f.

REFERENCE No. C36-3/-19 3-2-31

Submitted to Government.

2. Paragraph 2 of the Memorial.-

In 1929 the Collr recommended the suspension of the recruitment of - Probationary Rev Insprs in the Dt for a period of six years. The Board did not, ~~however,~~ accept the Collr's proposal on the ground that it was undesirable to - interfere with any general scheme of recruitment in order to suit the grievances, real or fancied, of certain Dts, but ~~directed~~ instructed the Collr to suggest the question at a Collectors' Conference. The question was ~~accordingly~~ discussed at the Collrs' Conference held in May 1930 and the opinion of all Collrs except Mr. Wells was that the system worked well and should continue

(H)

The request of the Association is that the scheme shd be altogether - ~~stopped~~ so far as S. Kanara Dt. is concerned In point of the total number of appointments in the higher grades, S. Kanara does not ~~in any way~~ compare unfavourably with other Dts, and the Board considers that there are no grounds for according it any special treatment in the matter.

3. Paragraph 3 of the Memorial.- ~~The Board has compared~~ on a comparison of the percentage of posts on Rs.60-4-80 in the South Kanara district with that in a few selected districts (East Godavari, Cuddapah, Tanjore and Salem) ~~and~~ finds that ~~the number in~~ South Kanara ~~does~~ do not ~~compare unfavourably, with that in~~ come off worse than the other districts. ~~It considers that~~ The non-gazetted officers of South Kanara district cannot therefore be said to have any special or peculiar grievance in this respect.

4. Paragraph 4 of the memorial.-

The Board invites the attention of Government to its Reference No. C.2380/30.1, dated the 2nd July 1930 disposed of in G.O.No.1636 Revenue dated 28th August 1930.

5. Paragraph 5 of the memorial.-

The Board considers that it is too late now to consider the question.

6. Paragraph 6 of the memorial.-

There is no case for the creation of special posts on Rs.80-4-120.

7. Paragraph 7 of the memorial.-

The Board does not consider it necessary to fix the pay of head clerks in Deputy Collectors' offices at Rs.90/- and those in Deputy Tahsildars' offices at Rs.60/- As regards the suggestion to raise the pay of head clerks in taluk offices to Rs.80/- the Board invites the attention of Government to its Reference No.

C.No.104/30-3 dated the 14th May 1930.

8. Paragraphs 8 and 9 of the memorial.- In view of the present financial stringency, the Boar(considers it unnecessary to consider these proposals.

fw 10.1.31

9/- Paragraph 10 of the memorial

The Board supports the prpposal to delete sub-clauses 1 to 3 in the note to items 9 and 10 of Article 247 (4) of the Madras Financial and Account Code Vol. I. The application of the Non-Gazetted Officers' Association, Mangalore was for a grant ~~xxxxxxxx~~ submitted to Govt. in Board's Refce. No. H 7436/30-1, dated 7-1-31. The Board also invited the attention of Govt. to their order No. 438 Mis. Rev., dated 11-3-30 in which the Collr. of Coimbatore was permitted to grant, as a special case, a sum of Rs. 500 out of his discretionary grant to the Non-gazetted Officers' Association ~~in~~ Coimbatore, for the opening of tennis and badminton courts.

Sectt. II-15 (a)—40,000—10-12-30.31

Received 24 MAR 1931 19

Registered SECY. 24 MAR 1931 93

Abstract.

Establishmen

(South Kanara) - Non-Gazetted Government Officers' Association - Memorial - Orders passed.

REVENUE DEPARTMENT.

G.O. No. Ms. 634., **dated** 19th March **193** 1.

READ the following paper :—

ENCLOSURES.

No.

From the Board of Revenue (Land Revenue and Settlement) Ref. C. No. 36/31-1, dated the 3rd Feb. 1931.

O R D E R.

With its reference read above the Board of Revenue has submitted to the Government a memorial submitted by the non-Gazetted Government Officers' Association, South Kanara in which the memorialists ask for certain improvements in their pay and prospects. The Government have considered the requests and pass the following orders:-

(1) Paragraph 2 of the memorial - Abolition of the system of recruitment of probationary revenue inspectors.- The question was examined by the Government as recently as May 1930, and it was decided that the system of recruiting probationary revenue inspectors should continue. The Government see no reason to reconsider this decision or to make a special exception of South Kanara district in this respect.

(ii) Paragraph 3 of the memorial - Increase in the number of posts on the grade - Rs 60--4--80.- The Government do not consider that there are any special grounds for according to the South Kanara district any special treatment.

(iii) Paragraph 4 of the memorial - Grant of officiating pay to posts on Rs 60--4--80 grade.- The question was re-examined by the Government in August 1930 and negatived. The Government see no reason to reconsider their decision.

(iv). Paragraph 5 of the memorial - Consideration of past service in fixing initial pay.- The Government are not prepared to grant the request.

(v). Paragraph 6 of the memorial - Greation of new posts on the grade - Rs 80--4--120.- The Government see no reason to sanction the creation of such posts.

(vi) Paragraph 7 of the memorial - Increase of the pay of the head clerks of the Divisional and Taluk offices and of the senior clerk of the Deputy Tahsildars' Offices The Government see no reason to increase the rate of pay of head clerks of divisional offices in Deputy Collectors divisions which was fixed in 1929.

With regard to head clerks in taluk offices, the Government are unable to sanction for them any higher rate of pay. They will, however, be prepared, when financial conditions permit, to consider the question of granting some special pay to lower division clerks when doing duty as head clerks of taluk offices.

It may be added that the senior clerk in a Deputy Tahsildar's office which has four clerks or more is permitted to draw a duty allowance of Rs 5 per mensem if his work entails the supervision of the work of the other clerks. The Government see no reason to sanction any higher rate of pay for such clerks.

(vii) Paragraphs 8 and 9 of the memorial - Revision of the scales of pay of lower division clerks and peons.- The Government are not prepared to consider the question of increasing these scales of pay.

(viii) Paragraph 10 of the memorial - Grant to service associations from discretionary grants.- The question is under the consideration of the Government.

2. The Board of Revenue is requested to inform the association of the orders of the Government.

(By Order of the Governor in Council)

H.R. Pate,
Secretary to Government.

To the Board of Revenue (Land Revenue and Settlement).

----0----

F o r w a r d e d
(By Order)

Superintendent.

ASR.19/3.

A.SL(L.N)

Resln (Mills) 10/3 & 26.3.31 communicated to the Collector of S.Kanara & he is requested to inform the association of the orders of Govt

25.3.31

To the Collr of S.Kanara

To,

0 C

His Excellaency Lieutenant Colonel

The Rt. Hon'ble Sir GEORGE FREDERICK STANLEY P.C.,

G.C.I.E., C.M.G.,

Governor of Fort Saint George

Humble memorial of the Non-Gazetted----
Government Officers' Association, South
Kanara, Mangalore, dated 23rd October 1930.

May it please Your Excellency,

We, Your Excellency's humble Non-Gazetted Government Servants of South Kanaram most humbly and respectfully beg to represent the following of our grievances for Your -- Excellency's kind consideraton and favourable orders.

2. South Kanara is a small district, consisting of only six taluks, with only 26 posts carrying a monthly-- salary of Rs 100/- and above, in the Revenue Department. By the introduction of the scheme for the direct recruitment of Probationary Revenue Inspectors in 1911, what little -- chance the lower grade men had for promotion, has become very remote, if not extinct. Since 1911, seventeen Probationary Revenue Inspectors have been entertained and two Probationary Deputy Tahsildars and six other officers posted to this district from Board and Government.

On an average, we have had in a year not more than two vacancies by the retirement, transfer, promotion, etc., of officers in the above grades. In the ordinary course, we could expect only about 22 vacancies to occur in these higher grades for the next twenty years to come. It will thus be seen that the Probationary Revenue Inspectors, -- already recruited, have remote chances of being promoted as

eputy Tahsildars and ~~and~~ Tahsildars and the recruits to be made hereafter, have absolutely no chance of such promotion and run the risk of being overaged according to the age-- limit now fixed. These disadvantages which exist in this district, cut as the very root of the object with which the system was introduced. Nor, do these grievances stop here. They react unfortunately on the men in the lower grades, among whom we even now many graduates and other able hands of almost all backward calsses, who deserve promotion to higher grades. South Kanara is advancing in education and graduates are easily available for admission even to the lower grades. The solitary vacancy expected to occur on an average in the course of one year in the upper grades as shown above will be appropriated by Probationary Revenue Inspectors with the result that in the course of a few-- years both lower and upper grades will be overcrowded by men with forlorn hopes, rankling in discontentment and heart-burning. We submit, therefore, that this is a question for immediate reconsideration and the issue of timely orders by Your Excellency for putting a stop to the recruitmet of Probationary Revenue Inspectors, if not of both Probationary Deputy Tahsildars and Probationary-- Revenue Inspectors in this district at least.

Increase of posts on Rs 60-4-80 grade

3. The Board of Revenue insists upon giving a higher grade man to each of the Tahsildars' and Deputy Tahsildars' Offices. But the number of such posts which correspond to Rs 40/- to Rs 60/- according to the old scale was-- reduced from 37 to 26 (including the two posts of Head-- Clerks of Divisional Offices on a fixed pay of Rs 80/-)- This reduction has resulted in the paucity of vacancies --

for promoting graduates and other deserving men of the -- lower division. Bulk of these few vacancies are being filled up by the new Probationary Revenue Inspectors. The fate of the clerks of the lower division is accordingly - wrecked. The piquancy and zest to work lies only in -- qualifying himself for the annual increment. It is,-- therefore, quite necessary to increase the number of posts on Rs 60-4-80 to 40, so that it may be at least 20 % of the total strength in the lwer and higher divisions of - lower grade subordinates together.

4. An invidious distinction has been made between the Revenue and Police Departments on the one side, and the Judicial, Forest, Educational and some other Departments on the other. The lower division (Rs 35-60) men in the latter departments do get their officiating pay, when-- actually doing the duties of the higher division men on -- Rs 60--4--80, while the subordinates in the former Departments are denied such privilege. Even according to the old system, there was scope for giving some acting or sub-protem promotion for men in the lower grades, who were -- found hardworking or who showed special merit and efficiency. This system worked as an incentive for men of the lower-- grades to show enthusiasm and earnestness in their work. But the present system has negatived such scope for promotion.

We learn with regret that very recently, the Board's recommendation for granting officiating pay in such cases was vetoed by Government apparently on the ground that there is no change of duty. We humbly submit that this view does not represent the real state of affairs. In fact, the men on the higher division (Rs 60-4-80) do more responsibl

responsible and more important items of work, and had it not been for this change in the responsibility of duty, there was not at all any necessity for the creation of the grade itself and for the Board's insisting on giving higher-- grade men as Head Clerks of both Tahsildars' and Deputy - Tahsildars' Offices.

It may not be out of place to submit that it is strange that when a man on Rs 35-60 grade acts on Rs 90/- or on higher grades, he will draw the full pay of the post in which he is acting, but the same men acting in the plaee of a Rs 60-4-80 man is denied the officiationg allowance. We therefore, pray that Your Excellency may be pleased to take up the matter again, for redressing our grievances.

Reconsideration of past service in fixing initial pay

5. Another important drawback is that, at the time of the introduction of time scales of pay in 1921, the past-- service of subordinates in the lowest rung of the ladder of service was not considered, while fixing their initial pay, with the result that, the pay of raw hand just from the school or college with no experience whatever, as well as that of a man with many years of approved service and -- experience was fixed at a uniform rate of Rs 35/- without any distinction whatever. This caused acute discontentment & and representations made had no effect. This discontentment is still smouldering in their hearts and the question, therefore needs a sympathetic reconsideration.

Creation of posts on Rs 80-4-120

6. In the Collector's office, there are some posts, such as that of the I Correspondence Clerk and Magisterial Head Clerk, which involve very important duties and responsibilities, but the pay of such appointments has been quite inadequately fixed at Rs 60-4-80 or Rs 90/-. It sometimes so happens that these clerks are held up in the same posts in the exigencies of service, at the expense of

of their promotion, on the ground that their services could not be spared. To obviate this difficulty and in order to give them their dues, we venture to submit that it is necessary to raise the scale of these two posts at least, to a grade of Rs 80--4--120, as in some other offices.

Increase of pay Head Clerks in Revenue Divisional, Taluk and Deputy Tahsildars' Offices.

7. For all practical purposes, the Head Clerks of all Divisional Offices have the same responsibilities and also have an equal amount of work every where. It is - therefore, essential that the pay of the Head Clerks of the Divisional Offices, Mangalore and Puttur, which is at-present Rs 80/- each, should also be raised to Rs 90/- -- as in the case of the Head Clerk of the Coondapur Divisional Office. In this connection we may be permitted to urge the necessity of fixing a pay of Rs 80/- and Rs 60/- respectively for each of the Head Clerks of the Taluk -- Offices and Deputy Tahsildars' Offices, as they have to effectively superintend the work of the other clerks in their respective offices.

Revison of the time - sclae of pay of lower division clerks.

8. The present rates of increment for clerks of the lowest grade is Rs 35-60. The clerk has to count twenty one long years before he can, in ordinary circumstances, ever dream of attaining the maximum pay. After the lapse of two years, he becomes entitled to an increment of Rs 1-8-0 a year, which continues for ten years. Then he gets an increment of only Rs 1/- a year for the remaining period, when he becomes more experienced and more useful than his juniors who will then be getting a higher rate of increment. It is this grade of clerks that form the back-bone of the entire Government service. The grade itself may, we -

ubmit, be kindly ordered to be revised into one of 35-2-45-3-60.

9. The position of peons is still worse. When an ordinary coolly gets Rs 15/- to Rs 45/- a month, our peons re started on Rs 12/- per mensem and the highest pay, one an expect at the fag end of one's long service, is only 18/- a month. This pay is, we submit hardly sufficient maintain even two souls, not to speak of the peons' family d their scale therefore requires immediate revision at e hands of Government into one of Rs 15-1-25 with annual crements.

Revision of the time scale of pay of peons.

10. At present, while a Co-Association of ours in a fassal station can get a grant from the Collector's discretionary grant, we are forbidden from getting any benefit t of it. This prohibition works as a great hardship on

Use of the Discretionary grant for the benefit of Non-Gazetted Government Officers' Associations a Collector's Head-quarters

It may be argued that an Assocation at Collector's adquarters can command a large number of members and consequently a larger income than a mufassal Association, but humbly submit that the expenses in the former will also equally large in proportion, if not more. Further, we g to add that while the officers and subordinates in a fassal station get the same pay and allowance as those in y Collector's Headquarters, we honestly believe that the rmer can afford to subscribe more for the benefit of-- eir Association, than the latter can do, as the cost of ving in any mufassal station is generally far less than at at a district headquarters, where the house rent alone vers on an average about 20% of the subordinate's pay. is makes it all the more necessary and we pray that the le forbidding any grant by Collector from his discretionary

discretionary grant to an Association having a club at his Headquarters may be ordered to be abolished at least so far as Mangalore is concerned.

11. In conclusion, we fervently trust and pray that Your Excellency will be graciously pleased to consider our grievances sympathetically and favourably and grant us all our prayers.

We beg to remain,

Your Exvellency's most loyal and most obedient servants

Sd/-

President on behalf of the Non-Gazetted Government Officer's Association , Mangalore

Proceedings of the Executive Committee of the Non-Gazetted - Government Officers, South Kanara, Mangalore, dated 20-10-30

****

Present:-

M.R.Ry, M. Ganesa Rao Avl,
" N. Krishnappa, Avl
" Victor Saldanha Avl
" M. Govinda Achari
" K. Raghavendra
" K. Krishnappa

* * * * * * * *

IV. Read letter dated 18--10--30 from the Collector of South Kanara in reply to our letter dated 9--9--30, re grievances of the Non- Gazetted Government Officers.

Resolved that the President be requested to submit the Memorial on behalf of the N-G. G.O Association.

Establishment - (Kanara South) - Non- Gazetted Government Officer's Association. H. E. The Governor - Certain requests

C 36/31

To A s

Please see the memorial of the Non-Gazetted Government Officers' Association, South Kanara addressed to H. E the Governor and the Collector's remarks thereon. The several points in the memorial are dealt with below:-

Increase of posts on Rs 60 -4 -

80 grade

The Association recommends that the number of upper Division posts in the District may be raised from 26 to 40 with a corresponding reduction in the number of lower division posts. The Collector supports the request in view of the fact that the number of posts on 40 to 60 on the old scale which corresponds to the present upper division was considerably reduced at the last revision. The number of upper and lower division posts and the percentage of the former to the total strength of upper and lower division posts in some other (small and big districts are compared below:-

District	No of U.D posts	No of L-D posts	Per cent-age of U.D posts to total strength
E.Godavari	39	253	13%
Cuddapah	33	210	14%
Tanjore	43	297	13%
Salem	44	274	14%
Nilgiris	14	48	23%
S. Kanara	26	180	13%

It will be seen that the percentage of upper Division posts in South Kanara does not compare unfavourably with that in the other districts referred to execept the Nilgiris which is quite a small district. There seems therefore to be no case for treating the case of South Kanara as special.

For Orders.

The Nilgs. is an abnormal district. They have no special or peculiar grievance

A.M. 20.1.31

4. Grant of Officiating allowance in the higher scale of Rs 60--4--80

The Board recently recommended the grant of acting - allowance for Rs 35- 60 men when they officiate in Rs 60--4--80 posts, but the Government did not see sufficient grounds for reopening the question. The Collector states that in view of the grant of officiating allowance in some other departments such as Judicial, Forest and the Educational Departments, an undesirable distinct-

of the Revenue Department and suggests that the matter may be ~~recommended~~ reconsidered by Government with a view to remove this distinction. For orders whether the Board will support his suggestion -

Attention of the Govt. may be invited to the Board's Reference C 2380-30-1 & 2-7-30 disposed of in G.O No 1636 Rev dt 28-8-30. f. Appl 20-1/6 of (x) p & of (x)

that scale. The revision of pay with reference to past service would now lead to confusion and also involve extra cost. Government are not also likely to consider the proposal at this distance of time. In the circumstances the proposal does not deserve consideration.

Increase of pay of head clerks of R.D.O's. Taluk and Dy.Tahsildars offices.-

The Association suggests that the pay of head clerks in Dy.Collectors' offices in the district viz. Mangalore and Puthur, may be raised to Rs.90 on a par with that of the Head clerk in the Civilian Dvl.office, Coondapur. It also suggests that the pay of head clerks in Taluk and Dy.Tahsildars' offices may be raised to Rs. 80 and 60 respectively.

At present the pay of head clerks of Civilian Dvl.offices has been fixed at Rs.90 while head clerks of Dy.Collector's division get Rs.80 apparentlybecause civilian divisions are more onerous. It is not likely that Government will agree to the proposal of the Association to raise the pay of head clerks in Dy.Collectors divisions and it need not therefore be recommended.

The question of increase of pay of Taluk head clerks was recently examined and the Board considered it sufficient to grant a special pay of Rs.10 to any lower dvn. clerk officiating as Taluk Head clerk subject to the condition that his pay plus special pay shd. not exceed Rs. 60. This has been treated by Govt. as a Part II scheme for 1931-32. The attention of Govt. may in this connection be invited to the Board's reference at pages 55-58 of the (R).

As regards the increase of pay of head clerks of Dy.Tahsildars' offices, please see

para 6 of the notes and orders thereon. at 9 of in (R)
There is no need to raise the pay of head clerks of Dy.Tahsildars' offices.

Revision of time scale of pay of lower division clerks and of peons.-

These are general questions applicable to all dts. and involve extra cost to Govt. They need not be considered now especially when the financial outlook is not bright.

considered by the last Collectors' conference. The opinion of the conference was that the two clauses should be omitted. No definite orders have been passed by Government.

In their order No. 483, dis, Rev. dated 11-5-30 the Govt. permitted the Collr. of Coimbatore, as a special case, to grant a sum of Rs. 500 out of his discretionary grant for the opening of a tennis court for the use of N.G.O's' Association, Coimbatore Town. The Mangalore N.G.O's Association's application referred to in the Collector's letter has been recommended to Govt. in the Board's reference No. H.7436-30-1, dated

para 10 - p4 y.

p3 y. in ini linked file.

For orders whether the deletion of the sub-clauses (1) to (3) in the note on items 9 and 10 may be recommended to Govt.

may be recommended.
KRy 21.1.31. A.M. 20.1.31
p112 of M.F.A.C. vol I - 21 - r.

y
17.1.31
a/m.

S
A.S

To A.S

Please see secy's query at p 3 ny

2. From the list in appendix 3 to the Audit manual it is seen that officiating allce is admissible to persons who act in the posts of head clerks on Rs 60-80, ie D.F.Os' offices Sem. DE Courts & DC Educational offices. S

A.M. 21.1. w

21-1-31

9/.

To 1w3 for orders on the point about discretionary grants at pp. 7-8 above

A-M/28.1.31

agree to the omissions

28.1.31.